



U.S. Army Cadet Command

Reserve Component General Officer Conference



Organization



Cadet Command HQ



3 Region HQ



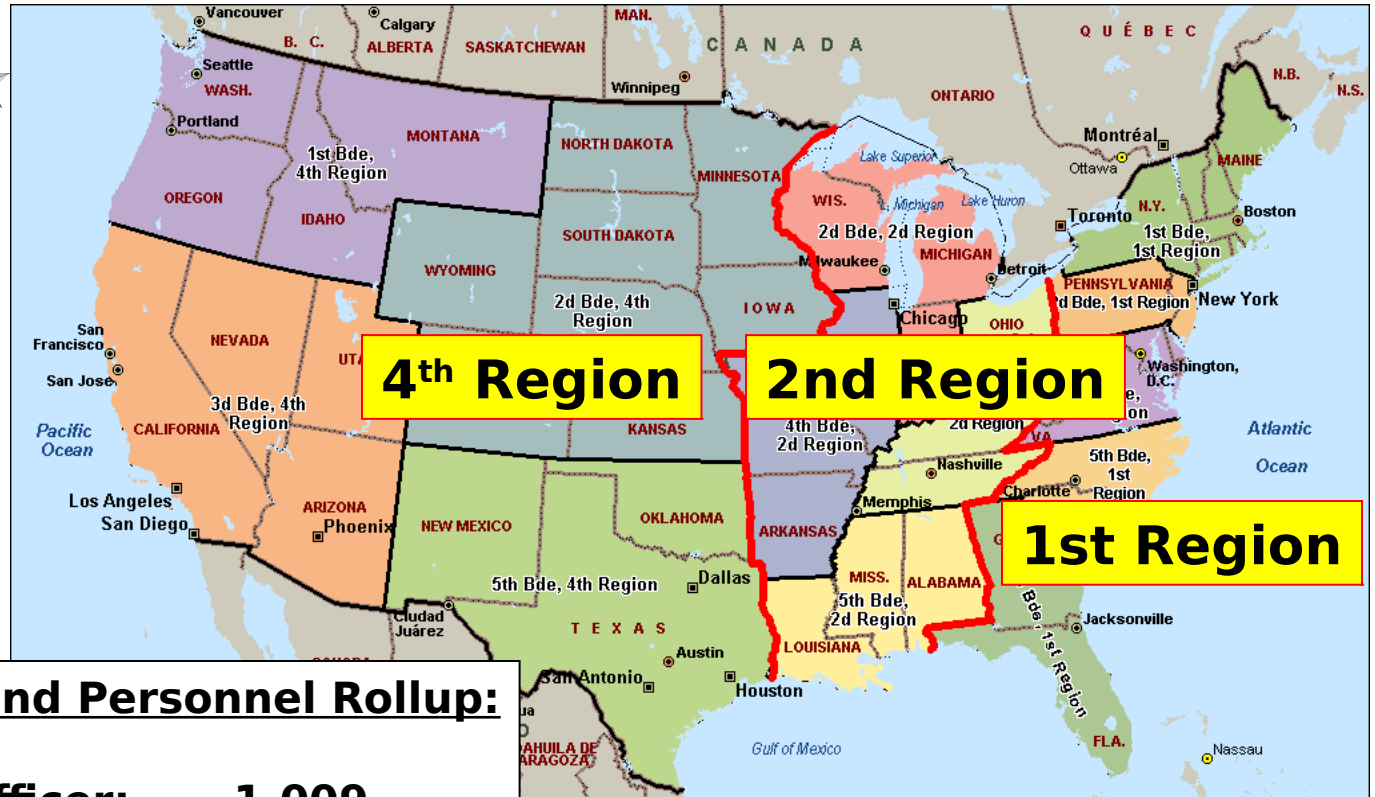
13 Brigade HQ



270 Battalions



1510 JROTC Units



Command Personnel Rollup:

Officer:	1,009
NCO:	1,008
DAC:	590
Contractor:	363
Total	2,960

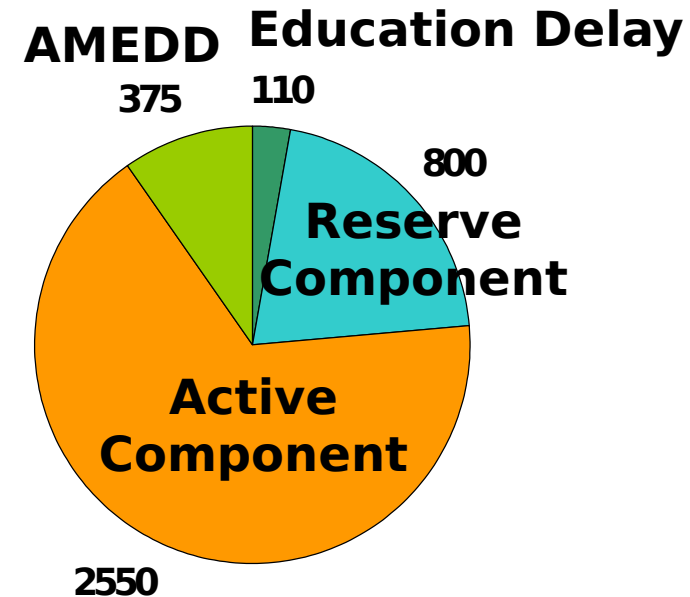
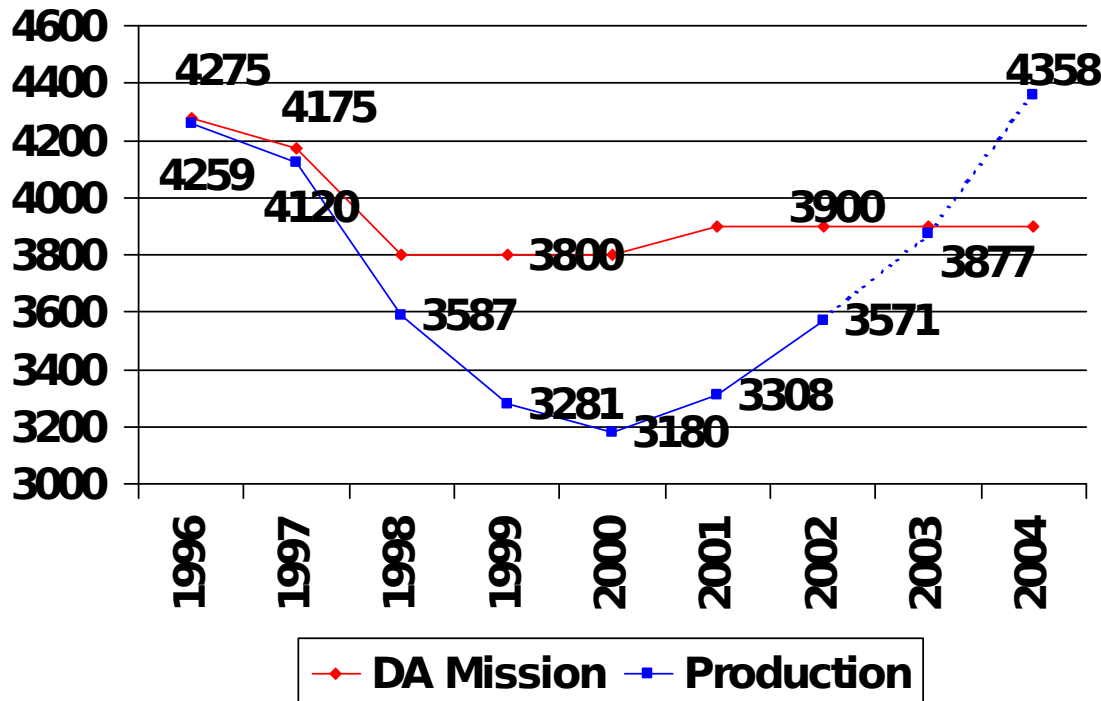
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ARNG 102 102

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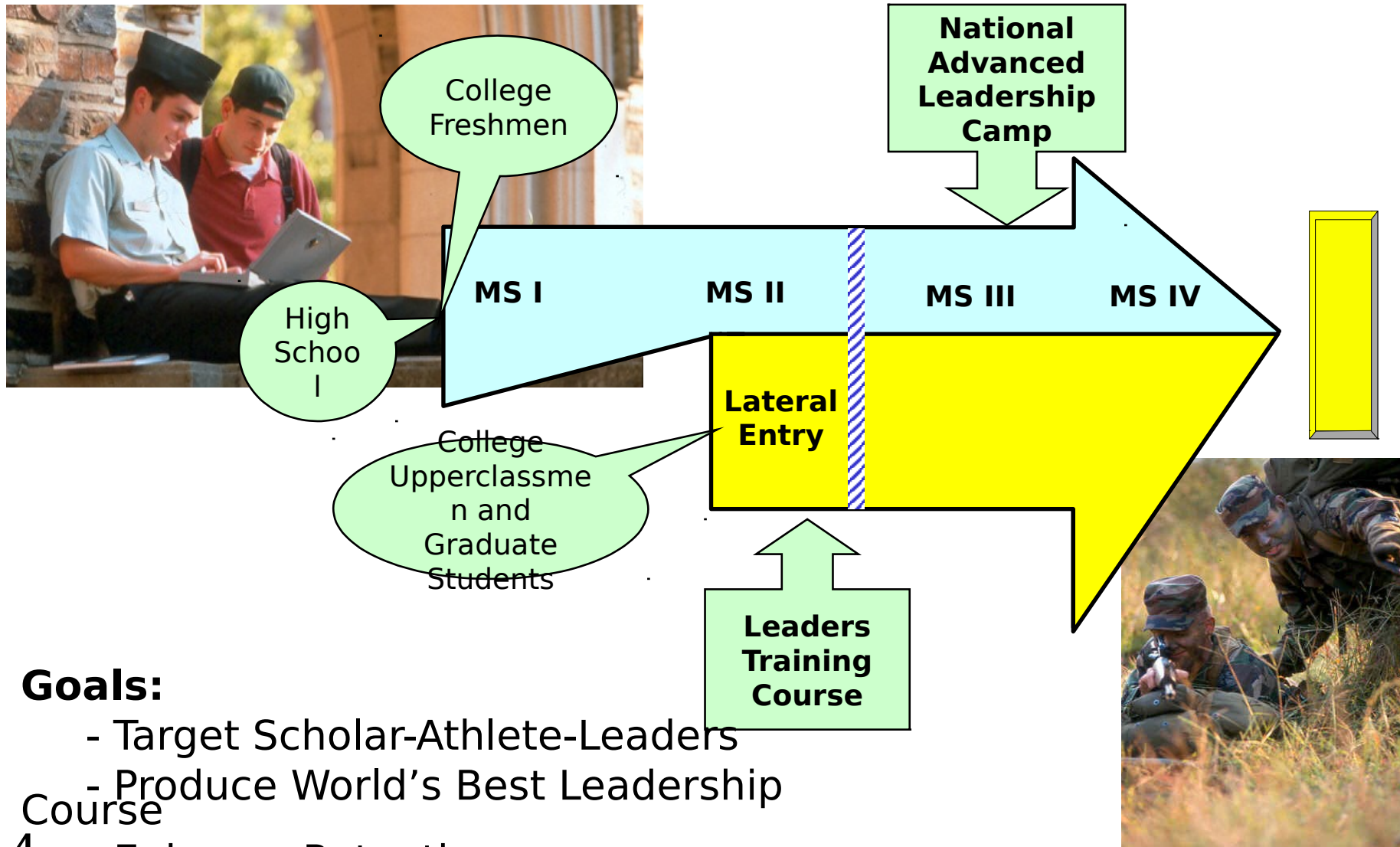
We should exceed our mission in FY04



- Total Annual Commission Mission: 3,900
- Production in excess of the AC, AMEDD, or Ed. Delay missions would access into the Reserve Component.



Senior ROTC Program Model

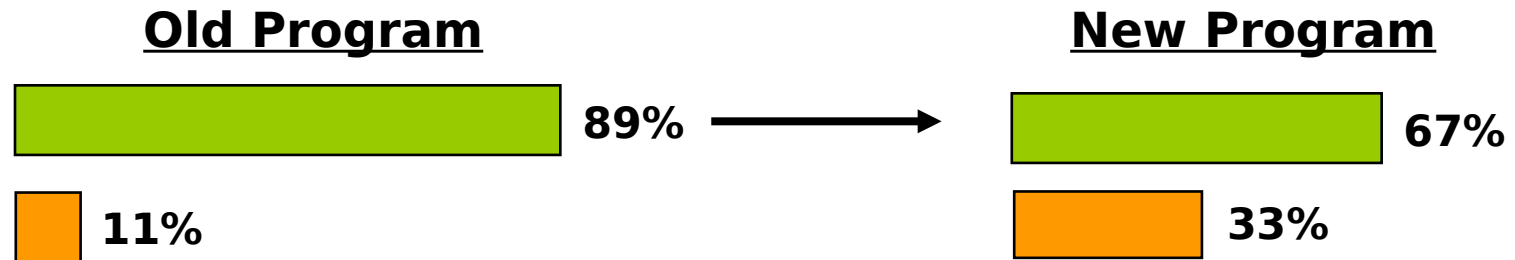




Revised Curriculum



We've adjusted the curriculum mix of: **Individual Soldier Tasks** vs. **Officership Tasks**



- Strong leadership and officership emphasis
- Key professional topics are introduced in Junior year
- Life skills and practical utility of lessons are stressed
- Classes are progressive and integrated across 5 semesters and years – promotes retention of



Leaders Training Course



- 28 Days at Ft. Knox, KY
- Participants receive credit for MS I and MS II coursework

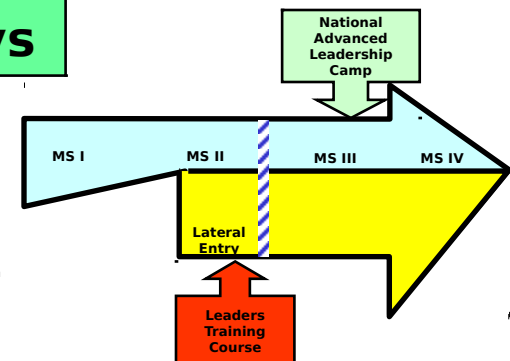


TRAINING SEQUENCE

PHASE 1	PHASE 2	PHASE 3
Individual / Collective Skills	Experiential Leadership	Recovery & Graduation
18 Days	6 Days	4 Days

- Technical / tactical proficiency
- Self confidence
- Team building

- Mental and Physical Challenges
- Teamwork, esprit





National Advanced Leadership Camp

- 35 Days at Ft. Lewis, WA
- All cadets must attend prior to commissioning
- ARNG OCS Phase III (700 candidates for 15 days)



TRAINING SEQUENCE

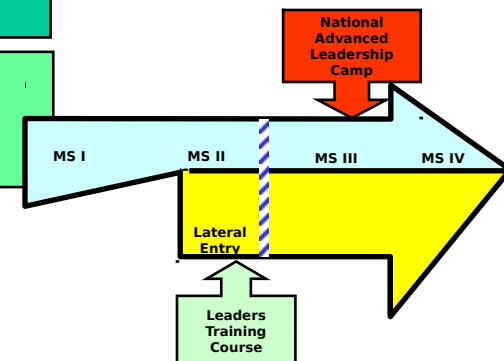
WEEK 1	WEEK 2	WEEK 3	WEEK 4	WEEK 5
APFT FLRC	CONF TNG BRM LAND NAV	MG / HG FIRE SPT ITT / NBC	SQUAD STX	PTRL STX

INDIVIDUAL SKILLS

- Technical / tactical proficiency
- Self confidence
- Team building

COLLECTIVE SKILLS

- Small unit operations and leadership
- Mission focus
- Teamwork, esprit





RC Training Assistance



- Tremendous job at both camps (LTC, NALC)
- On-campus training is reliant on USAR and ARNG support
 - Weapons and facilities
 - *Ranger Challenge* and other brigade level training
- We couldn't do our training without the RC





Army Reserve Green-to-Gold Program



- Purpose: Identify, recruit, and train USAR soldiers to commission into the USAR
- Proof of Principle:
 - Test underway at University of Pittsburgh with 7 cadets from the 99th RSC
 - Instruction is taught by 80th DIVIT officers using Cadet Command facilities and curriculum
 - Cadets meet one weekend a month for 10 months and will attend NALC



Army ROTC Liaison Officer Program



- Patterned after the successful use of Individual Ready Reserve (IRR) officers in the Military Academy Liaison Officer (MALO) program
- ARLOs will participate in events conducted locally in partnership with Cadet Command with a focus creating awareness of the Army and Army officer corps:
 - College fairs, etc., obtained from state guidance counselor associations
 - High school visits



Information Operations Campaign



- Most cadets currently expect to come on active duty upon graduation
- We will place a minimum of 500 extra lieutenants into the RC in FY04
- Request USAR and ARNG support in developing the tools to recruit cadets into the RC
 - Develop the message and the marketing tools for Cadet Command to incorporate into the POI
 - Excite cadets about the opportunities going into the RC

We would like more cadets to
actively pursue service in the
RC

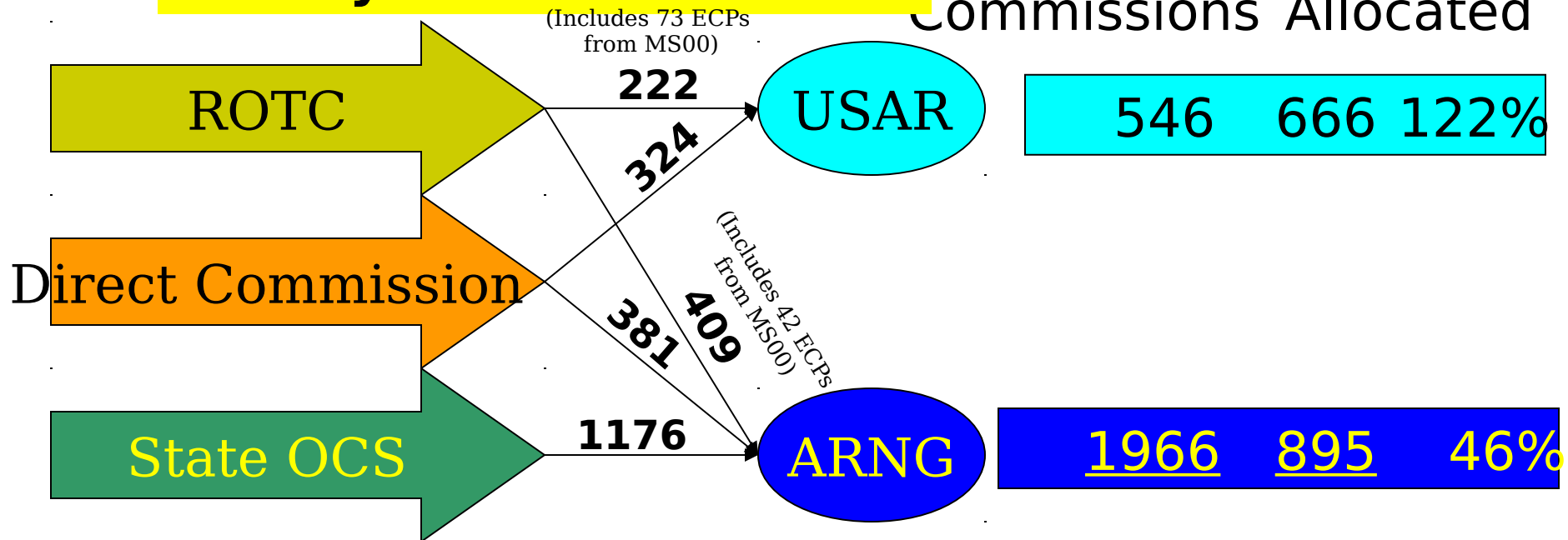


Army Studying OBC Seat Problem



We commission more AC and RC officers than we can send to OBC in a fiscal year.

RC APL OBC Seats
Commissions Allocated



This problem will get worse with an additional 500 RC lieutenants commissioned in FY04.

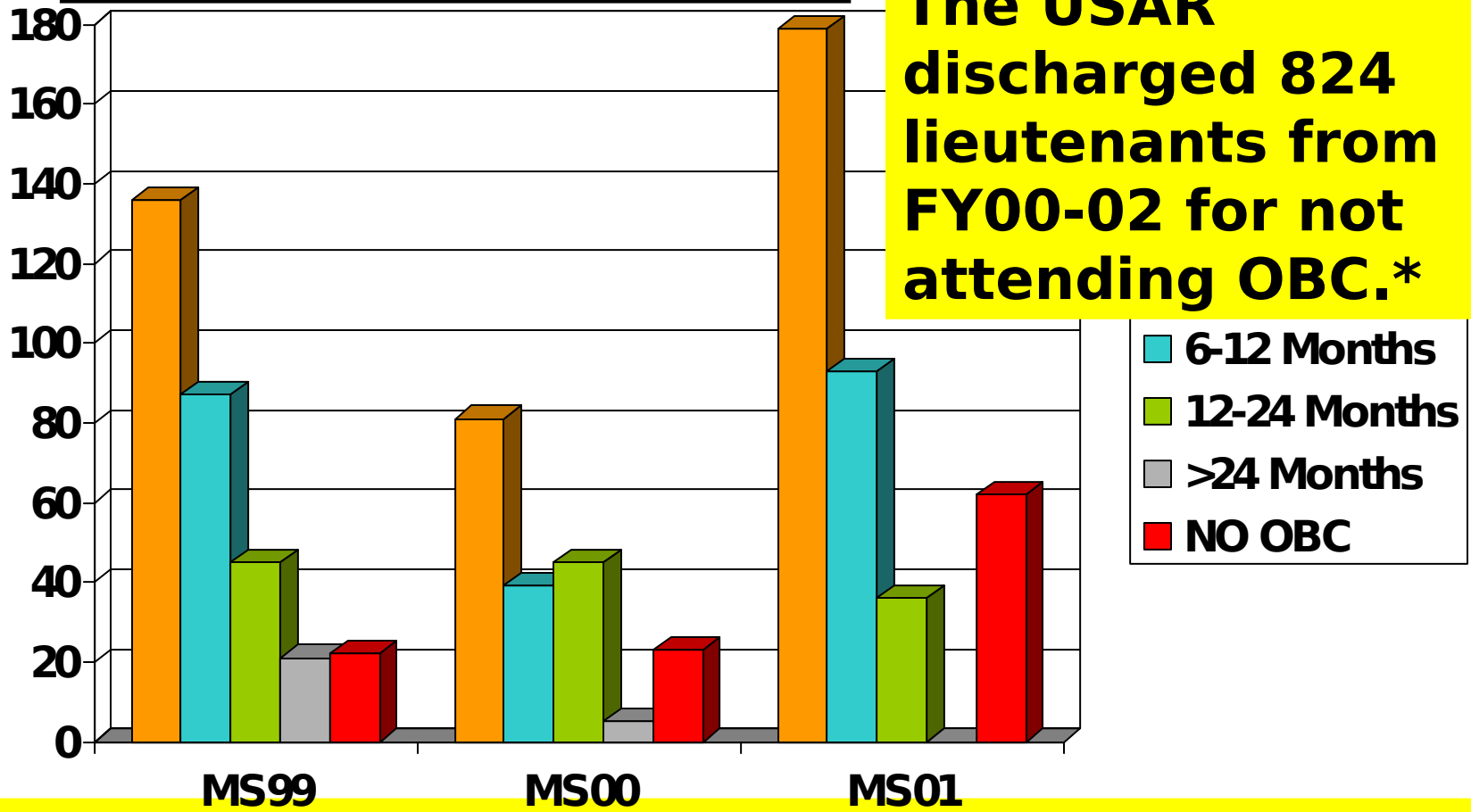
2,512 1561 62%



OBC Throughput



ROTC OBC Wait Time for RC



The USAR discharged 824 lieutenants from FY00-02 for not attending OBC.*

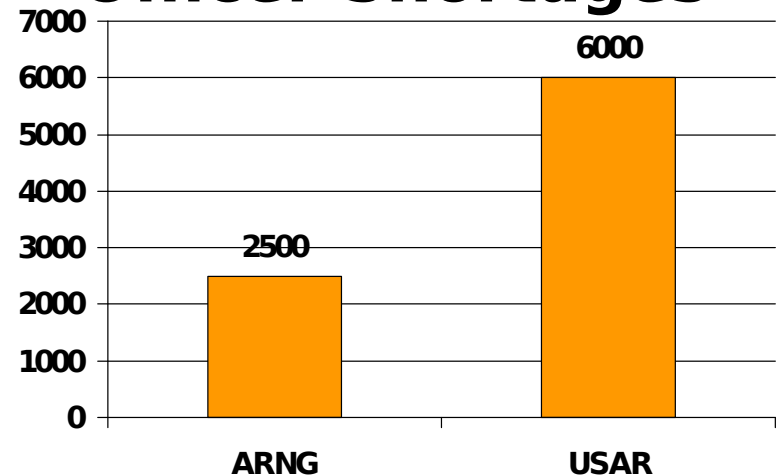
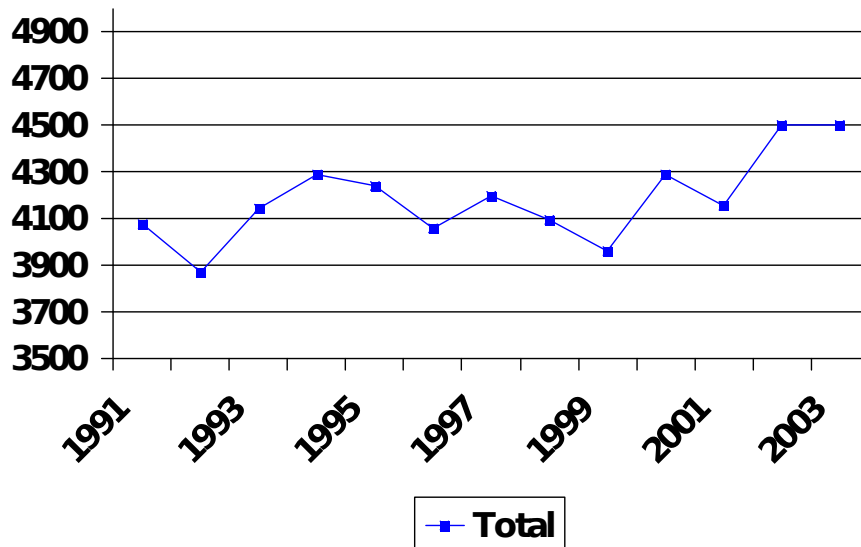
Cadet Command's Annual RC Commission Mission: 800 2LTs



Accessions Strategy?



Active Duty Accessions Reserve Component Company Grade Officer Shortages



**AC
accessions
have
increased,
yet...**



**We need a
strategic “get
well” plan for
the RC**



Officer Accessions Strategy



- Define the optimal race, gender, and academic skills needed for each accessions cohort by commissioning source
- Specify each commissioning source's role in providing its piece of the annual cohort for both the AC and RC
- Enable all lieutenants to attend OBC in a timely manner following commissioning





Summary



- Cadet Command has transformed significantly and should exceed mission in FY04
- While the RC is the beneficiary of this added production, insufficient resources are allocated to train those LTs
- Request support in terms of:
 - RC information campaign
 - Army ROTC Liaison Officer Program
 - Contributions towards a comprehensive officer accessions strategy



Discussion

